

**GALT JOINT UNION ELEMENTARY SCHOOL DISTRICT  
BOARD OF EDUCATION**  
*“Building a Bright Future for All Learners”*

**Special Board Meeting**  
**April 1, 2021**  
**6:00 p.m. Closed Session**  
**7:00 p.m. Open Session**

**TO JOIN MEETING**  
**Webinar Link:** <https://galt-k12-ca.zoom.us/j/85017000590>  
**Webinar ID:** 850 1700 0590  
**Phone Participation:** 408-638-0968

# AGENDA

The teleconference meeting is being recorded and is being held pursuant to Executive Order N-25-20 issued by California Governor Gavin Newsom on March 12, 2020.

The public may observe the open session meeting by using the zoom link or phone number on the agenda.

Public Comment will be accepted by teleconference following the teleconference protocol included in the board packet.

- Public Comment is limited to three minutes or less.
- Comments indicating agenda topics can also be emailed to [kbock@galt.k12.ca.us](mailto:kbock@galt.k12.ca.us) by 12:00 p.m. on April 1, 2021 and is limited to 450 words.

Individuals requiring reasonable modifications to access the meeting or accommodations in order to observe or participate in the Board meeting are invited to contact Kauai Bock at 209-744-4545 or at [kbock@galt.k12.ca.us](mailto:kbock@galt.k12.ca.us) by April 1, 2021.

**A. 6:00 p.m. – Closed Session: ZOOM Teleconference**

**B. Announce Items to be Discussed in Closed Session, Adjourn to Closed Session**

1. PUBLIC EMPLOYMENT, Government Code §54957
  - Superintendent
  
2. CONFERENCE WITH REAL PROPERTY NEGOTIATORS, Proposed School Site Within Simmerhorn Project and Related Projects, Government Code §54956.8
  - East Galt Infill Annexation/Simmerhorn Ranch Project
  - Summerfield at Twin Cities Project
  - Fairway Oaks Project

**C. Adjourn Closed Session, Call Meeting to Order, Flag Salute, Announce Action Taken in Closed Session**

**D. Teleconference Board Meeting Protocol.**

**E. New Business**

202.184 Board Consideration of Approval of Proposal for the Sacramento County Office of Education to Conduct the Superintendent Search for the GJUESD MOTION

202.185 Board Consideration of Approval of the Public Agency Retirement Services (PARS) Supplementary Retirement Plan for Certificated Non-Management Employees MOTION

**F. Public Comments** (for topics not on the agenda)

*Public comment is limited to 3 minutes or less.*

**G. Pending Agenda Items**

1. School District Properties
2. Low Performing Block Grant: Mathematics
3. Brown Act Updates

**H. Adjournment**

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*The next regular meeting of the GJUESD Board of Education: April 28, 2021*

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Board agenda materials are available for review at the address below.

Galt Joint Union Elementary School District  
1018 C Street, Suite 210, Galt, CA 95632  
(209) 744-4545

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## Board Meeting Agenda Item Information

<b>Meeting Date:</b> April 1, 2021	<b>Agenda Item:</b> Closed Session
<b>Presenter:</b> Karen Schauer	<b>Action Item:</b> <b>Information Item:</b> XX
<p>1. PUBLIC EMPLOYMENT, Government Code §54957</p> <ul style="list-style-type: none"><li>▪ Superintendent</li></ul> <p>2. CONFERENCE WITH REAL PROPERTY NEGOTIATORS, Proposed School Site Within Simmerhorn Project and Related Projects, Government Code §54956.8</p> <ul style="list-style-type: none"><li>▪ East Galt Infill Annexation/Simmerhorn Ranch Project</li><li>▪ Summerfield at Twin Cities Project</li><li>▪ Fairway Oaks Project</li></ul>	



## SESSION INTRODUCTION

1. Session is being recorded
2. Devices are muted

## PUBLIC COMMENT PER ACTION ITEM

### ❖ **Public Participation: Board Bylaw 9323**

1. Public comment is three minutes per agenda item.
2. The Board shall limit the total time for public comment for each agenda item to 20 minutes.
3. With Board consent, Board President may increase or decrease the time allowed for public comment.
4. Regular Board meetings shall be adjourned by 10:30 p.m.

### ❖ **Email Public Comment**

1. Email public comments, sent to [kbock@galt.k12.ca.us](mailto:kbock@galt.k12.ca.us) 24 hours prior to the board meeting, will be read aloud by a meeting facilitator.
2. Email public comment is limited to 450 words.

### ❖ **Teleconference Webinar Public Conference**

1. As the board meeting progresses, **please use the raised hand icon** to make public comment for items on the agenda.
2. A meeting facilitator will announce your name, when it is your turn to provide public comment.
3. When unmuted, please state your name and indicate the agenda topic you are commenting upon.

## BOARD VOTE AND CONNECTIVITY

1. For action items, the motion will be followed by a roll call vote.
2. Should a board member lose connectivity by teleconference or phone, the meeting will be delayed five minutes before reconvening.





## Board Meeting Agenda Item Information

<b>Meeting Date:</b> April 1, 2021	<b>Agenda Item: 202.184</b> Board Consideration of Approval of Proposal for the Sacramento County Office of Education to Conduct the Superintendent Search for the GJUESD
<b>Presenter:</b> Karen Schauer	<b>Action Item:</b> XX <b>Information Item:</b>

On March 24, 2021, Dr. Karen Schauer announced that she would retire at the end of the 2020-21 school year. Dr. Schauer has served in GJUESD as an educator, administrator and superintendent. Her GJUESD school district career includes forty years of service with fourteen years as superintendent. A new superintendent is needed.

The Sacramento County Office of Education has prepared a contract that outlines services for assisting the GJUESD Board of Trustees in selecting the next superintendent for board consideration for approval.

The contract includes search and selection services, including seeking staff and community input, developing selection criteria based upon input, advertising the position, facilitating and managing the paper screening process of applicants, conducting reference checks, facilitating and managing the interview process, and providing information to the Board of Trustees and Legal Counsel for contract negotiations involving the final candidate.

The fee to conduct the search process is \$7500.

**Proposal for the Sacramento County Office of Education to Conduct the Superintendent Search for the Galt Joint Union Elementary School District**

**April 1, 2021**

The Sacramento County Office of Education will perform the following services in assisting the Galt Joint Union Elementary District Board of Trustees in selecting a Superintendent.

1. Establish a timeline designed to meet district needs.
2. Conduct research regarding competitive Superintendent salary/contracts of comparable districts. Provide this information to the Board of Trustees.
3. Solicit and obtain staff and community input regarding the desired qualities of a Superintendent. This will be done through stakeholder input.
4. Obtain input from the Board of Trustees the desired qualifications, characteristics and salary range to use in conducting the search.
5. Compile the input gathered from the forums and present to the Board of Trustees.
6. Revise or update the job description for the Superintendent (if needed).
7. Develop selection criteria based on stakeholder and Board of Trustees' input.
8. Produce a recruitment brochure describing the district and the qualifications for the position.
9. Advertise position in appropriate state and national recruitment publications. The publications will include SCOE website, Association of California School Administrators (EdCal) and any other appropriate publications for small school districts.
10. Receive all applications and respond to inquiries on behalf of the district.
11. Facilitate and manage the paper screening process.

12. Conduct reference checks on candidates.
13. Present recommendations to the Board of Trustees for candidates to be interviewed.
14. Facilitate and manage the interview process.
15. Arrange for a site visit with the Board of Trustees to the current school district of the final candidate (if desired).
16. Provide information to the Board of Trustees and district legal counsel as needed to assist in contract negotiations with the final candidate.
17. Prepare a news release to announce the appointment of the new Superintendent.

The fee to conduct the search is \$7,500 and travel expenses. This fee includes all costs related to advertising and printed material.

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Thomas Silva, President  
Galt Joint Union Elementary District  
Governing Board

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David W. Gordon  
County Superintendent of Schools  
Sacramento County Office of Education

Date: \_\_\_\_\_

Date: \_\_\_\_\_



## Board Meeting Agenda Item Information

<b>Meeting Date:</b> April 1, 2021	<b>Agenda Item: 202.185</b> Board Consideration of Approval of the Public Agency Retirement Services (PARS) Supplementary Retirement Plan for Certificated Non-Management Employees
<b>Presenter:</b> Karen Schauer Lois Yount	<b>Action Item:</b> XX <b>Information Item:</b>

The Galt Joint Union Elementary School District has worked with Public Agency Retirement Services (PARS) to design a Supplementary Retirement Plan (SRP) for Certificated Non-Management employees, which the Board initially approved on January 27, 2021. The SRP was designed as a retirement incentive program that encouraged eligible employees to retire early. The goal of the program was to generate savings, or at a minimum, create no cost to the District by increasing the number of retirements for the 20-21 school year.

The District offered a retirement incentive benefit equal to 70% of Final Pay for Certificated Non-Management Employees. This benefit encouraged seventeen (17) employees to enroll in the plan and submit resignation letters effective no later than June 30, 2021.

**Fiscal Impact**

Potential savings are impacted by the average of retired salaries and do account for teachers hired to replace retired teachers, depending on final staffing needs projections.

The post-analysis performed by PARS projects that the District will save approximately:

- \$197,519 in year 1
- \$510,581 over 3 years
- \$724,689 over 5 years

Board approval is recommended.



SRP

Supplementary  
Retirement Program



# GALT JOINT UNION ELEMENTARY SCHOOL DISTRICT

*Post-Analysis* for  
Supplementary Retirement Plan (SRP)  
March 26, 2021

PUBLIC  
AGENCY  
RETIREMENT  
SERVICES

**PARS**

TRUSTED SOLUTIONS. LASTING RESULTS.

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# Section I

## Post-Analysis Summary Report

## POST-ANALYSIS REPORT

March 26, 2021

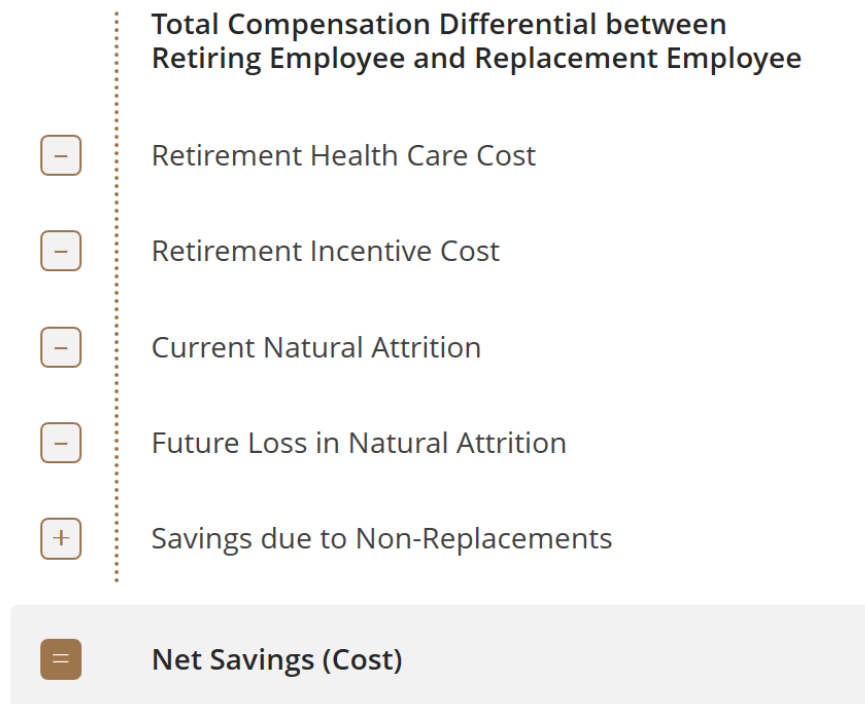
### Introduction

The primary objective of a retirement incentive is to increase and accelerate the retirement rate over and above natural attrition in order to facilitate specific District objectives such as personnel restructuring, fiscal savings, etc. Fiscal savings are achieved by replacing the retiring employee, who is typically at the top of the salary schedule, with a replacement employee at the bottom of the salary schedule. With retirement incentives involving teachers, the resulting salary differential is sufficient to pay for the costs of the plan and generate additional savings over and above natural attrition.

### Analysis Method of Calculation

The analysis compares the savings projected over a five-year period from offering the PARS Supplementary Retirement Plan (SRP) during the 2020-21 academic year to the savings expected over the same period if natural attrition runs its normal course. The analysis examines current and future costs and compensation differentials, including projections of all compensation and benefit increases. This analysis has been used nationwide for well over one thousand plans and is a well-accepted model of calculation.

The basic model of calculation is as follows:



Assumptions	
<b>Eligibility Requirements</b>	<p><b>Certificated Non-Management Employees</b></p> <ul style="list-style-type: none"> <li>Age 55 with 5 years of District service; or Age 50 with 30 years of service</li> </ul> <p><b>Resignation from District employment effective:</b></p> <ul style="list-style-type: none"> <li>June 30, 2021</li> </ul>
<b>Benefit Level</b>	<p><b>70% of Final Pay</b> Spend Amount Benefit <sup>1</sup></p> <p><sup>1</sup> 2020-21 Contract Salary multiplied by current FTE</p>
<b>Replacement Salaries</b>	<p><b>\$59,086</b> <sup>2</sup></p> <p><sup>2</sup> Based on PARS 3-Year New Hire Study</p>
<b>Health Care Costs</b>	<p>Active Employee: \$7,620 Retired Employee: \$7,620</p>
<b>Health Care COLA</b>	5.00%
<b>PARS Plan Funding</b>	5 years
<b>Replacement Positions</b>	100% to 0% replacement of positions, in varying increments

The fiscal projections illustrated in the post-analysis are based on the actual demographics of the enrolled participants. After the close of the enrollment window, PARS performs a complete post-analysis utilizing the actual data from the enrolled participants to determine the fiscal impact of the plan.

PARS has also provided non-replacement figures in this proposal with the District's understanding that these non-replacement numbers represent position cuts obtained through the offering of a retirement incentive plan. The District should be sure not to budget a similar number of position cuts, thereby double counting savings within this retirement incentive analysis and the budget.

The following summarizes the results of the analysis:

## FISCAL SUMMARY OF SAVINGS

### 70% of Final Pay Spend Amount Benefit

#### 2020-21 Resignations

Employee Group	# of Eligible Employees	Actual Resignations with PARS SRP	Percentage Resignations
Certificated Non-Management	46	17	36.96%

#### Projected Fiscal Impact: 100% Full-Replacement

Employee Group	Non-Replace PARS	Projected Savings in Year 1 (2021-22)	Projected Savings over 3 Years (2023-24)	Projected Savings over 5 Years (2025-26)
Certificated Non-Management	0.00	\$197,519	\$510,581	\$724,689

#### Non-Replacement Scenarios

Replacement Scenario	Non-Replace PARS	Projected Savings in Year 1	Projected Savings over 3 Years	Projected Savings over 5 Years
100% Replacement	0.00	\$197,519	\$510,581	\$724,689
94% Replacement	1.00	\$266,627	\$726,331	\$1,099,362
88% Replacement	2.00	\$335,736	\$942,081	\$1,474,035
82% Replacement	3.00	\$404,845	\$1,157,831	\$1,848,708
76% Replacement	4.00	\$473,954	\$1,373,581	\$2,223,381
71% Replacement	5.00	\$543,062	\$1,589,331	\$2,598,054
65% Replacement	6.00	\$612,171	\$1,805,081	\$2,972,727
59% Replacement	7.00	\$681,280	\$2,020,831	\$3,347,401
53% Replacement	8.00	\$750,389	\$2,236,581	\$3,722,074
47% Replacement	9.00	\$819,497	\$2,452,331	\$4,096,747
41% Replacement	10.00	\$888,606	\$2,668,081	\$4,471,420
35% Replacement	11.00	\$957,715	\$2,883,831	\$4,846,093
29% Replacement	12.00	\$1,026,824	\$3,099,581	\$5,220,766
24% Replacement	13.00	\$1,095,932	\$3,315,331	\$5,595,439
18% Replacement	14.00	\$1,165,041	\$3,531,081	\$5,970,113
12% Replacement	15.00	\$1,234,150	\$3,746,831	\$6,344,786
6% Replacement	16.00	\$1,303,259	\$3,962,581	\$6,719,459
0% Replacement	17.00	\$1,372,367	\$4,178,331	\$7,094,132

## Notice

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This analysis attempts to quantify in economic terms - not budgetary terms - the fiscal impact of a retirement incentive program at the District. This analysis is entirely driven by the assumptions set forth by the District. If the assumptions are changed or modified by the District the results shall vary from what is set forth in this analysis. The accuracy of any results and/or analysis will depend entirely upon the accuracy of the information provided and the assumptions used.

The information, data and assumptions used in this analysis have been provided to Public Agency Retirement Services (PARS) by the District. It shall be the responsibility of the District to certify the accuracy, content and completeness of the information, data and assumptions so that PARS may rely on such information without further audit. PARS shall be under no duty to question the information, data and assumptions received from the District including, but not limited to, inquiries about how the analysis, information, data and assumptions work in conjunction with the District's budget.

PARS shall not be liable for non-performance of Services if such non-performance is caused by or results from erroneous and/or late delivery of information, data and assumptions.

PARS is not licensed to provide and does not offer tax, accounting, legal, investment or actuarial advice.

# Section II

## Projected Contribution Schedule



# Galt Joint Union Elementary School District

Projected Plan Contributions (over 5-Year Funding Period)

Post-Analysis: March 26, 2021

	70% of Final Pay					
17 SRP Retirements	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	TOTAL
17 Certificated Non-Management	\$218,877	\$218,877	\$218,877	\$218,877	\$218,877	\$1,094,385
<b>TOTAL CONTRIBUTIONS</b>	<b>\$218,877</b>	<b>\$218,877</b>	<b>\$218,877</b>	<b>\$218,877</b>	<b>\$218,877</b>	<b>\$1,094,385</b>